



MEMORANDUM OF UNDERSTANDING

This document shall constitute a Memorandum of Understanding (MOU) between The Support Personnel Association of Lee County (SPALC) and The School District of Lee County (District) relating to Article 6 (Working Conditions) and Article 12 (Leave) of the Collective Bargaining Agreement.

The parties involved desire to enter into an agreement that acknowledges the uniqueness of working conditions for Support Staff working in isolation rooms for students who may have COVID-19 symptoms. Employees performing these assigned duties are providing a valuable and necessary service to the District and the community, which constitutes a known safety hazard based upon expert guidance issued by the Centers for Disease Control (CDC).

SPALC and the District have worked collaboratively to provide training and special safety equipment to mitigate risk and would like to reward employees for sacrificing their comfort for the safety of students. Therefore, eligible employees will receive additional sick leave accruals for performance of duties associated with staffing isolation rooms.

The following procedures must be followed in order for an employee be eligible for additional sick leave accruals:

- School-based administration must submit records documenting staffing of the isolation room at their location
- Records must list the dates and times that individual employees worked in the isolation room
- The Instructional Calendar consists of 180 school days and the student's school day is approximately 6 hours; no employee will receive credit towards additional sick leave accruals for time worked in excess of the Instructional Calendar
- An employee may be eligible for an eight (8) hour sick leave accrual, with a maximum additional accrual of forty (40) hours, based upon the percentage of the school year they worked in the isolation room

After receiving and reviewing records provided by school-based administrators, SPALC and the District will determine whether to apply credit based upon cumulative hours or days of work in the isolation room using a rubric similar to the one below:

Hours	1 to 216	217 to 432	433 to 648	649 to 864	864 to 1080
Days	1 to 36	37 to 72	73 to 108	109 to 144	145 to 180
Accrual	8.0 hours	16.0 hours	24.0 hours	32.0 hours	40.0 hours



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Additional sick leave accruals will be added to employee's leave records on July 1, 2021. Employees are not eligible for terminal pay or use of this additional sick leave until after it has accrued.

This agreement will be effective upon signing and remain so until the ratification of a subsequent collective bargaining agreement.

Agreed to:

The Support Personnel Association of Lee County

Jamie R. Michael
Jamie R. Michael
President

1-13-2021
Date

Elizabeth Peterson
Elizabeth Peterson
Chief Negotiator

1-13-21
Date

The School District of Lee County

Gregory K. Adkins
Gregory K. Adkins, Ed.D.
Superintendent

1/15/21
Date

Angela J. Pruitt
Angela J. Pruitt, Ph.D.
Chief Negotiator

1/14/21
Date